Appendix 4

PART B – Equality Analysis Form

As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality and diversity.

This form:

- Can be used to prompt discussions, ensure that due regard has been given and remove or minimise disadvantage for an individual or group with a protected characteristic
- Involves looking at what steps can be taken to advance and maximise equality as well as eliminate discrimination and negative consequences
- Should be completed before decisions are made, this will remove the need for remedial actions.

Note – An Initial Equality Screening Assessment (Part A) should be completed prior to this form.

When completing this form consider the Equality Act 2010 protected characteristics Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc. – see page 11 of Equality Screening and Analysis Guidance.

1. Title	
Equality Analysis title: Rotherham Local SEND Reform Plan 2026-2029	
Date of Equality Analysis (EA): 5th October 2026	
Directorate: CYPS	**Service area:** Education & Inclusion
Lead Manager: Niall Devlin	**Contact number:** 01709 254235
Is this a: [X] **Strategy / Policy** [ ] **Service / Function** [ ] **Other** **If other, please specify**	

2. Names of those involved in the Equality Analysis (Should include minimum of three people) - see page 7 of Equality Screening and Analysis Guidance		
Name	**Organisation**	**Role (eg service user, managers, service specialist)**
Niall Devlin	RMBC	Service Director, Education & Inclusion
Cary-Anne Sykes	RMBC	Head of Service, Inclusion
Helen Sweaton	RMBC	Joint Service Director, Commissioning, Performance & Quality

3. What is already known? - see page 10 of Equality Screening and Analysis Guidance

Aim/Scope (who the Policy/Service affects and intended outcomes if known)
This may include a group/s identified by a protected characteristic, others groups or stakeholder/s e.g. service users, employees, partners, members, suppliers etc.)

The Local SEND Reform Plan 2026-2029 is a borough-wide strategy affecting children and young people aged 0-25 with Special Educational Needs and Disabilities (SEND), their families, carers, educational settings, health providers and partner organisations. The Plan aims to improve outcomes through earlier intervention, stronger mainstream inclusion, increased local provision, improved access to specialist advice through the Experts at Hand model and improved partnership working.

What equality information is available? (Include any engagement undertaken)

Information is available from:

- SEND population and EHCP trend data.
- SEND Self-Evaluation Framework (January 2026).
- Local Partnership Maturity Assessment (March 2026).
- Attendance, exclusion and placement data.
- Feedback from 2,391 parent engagements facilitated through the Rotherham Parent Carer Forum.
- Multi-agency workshops, SENDAP governance groups and education partnership engagement.
- Child experience and parental confidence measures.

Are there any gaps in the information that you are aware of?

While substantial SEND-related information is available, there is less detailed analysis currently available regarding differential outcomes within the SEND population by ethnicity, religion, sex, sexual orientation and gender reassignment. These will be reviewed through ongoing monitoring and evaluation arrangements.

What monitoring arrangements have you made to monitor the impact of the policy or service on communities/groups according to their protected characteristics?

The impact of the Plan will be monitored through: • SENDAP Strategic Partnership Board. • SEND Executive governance arrangements. • SEND dashboards and performance reports. • Parental confidence measures. • Child experience measures. • Monitoring of attendance, exclusions, EHCP timeliness, placement patterns and outcomes. • Annual SEND Self-Evaluation Framework reviews.	
Engagement undertaken with customers. (date and group(s) consulted and key findings)	Parents, carers, children and young people have been engaged through: 2,391 Parent Carer Forum engagements. Best Start Summit. SENDAP partnership engagement. Multi-agency consultation workshops. Ongoing co-production arrangements. Key findings highlighted concerns regarding therapy waiting times, EHCP processes, access to support, inclusion and local placement availability.
Engagement undertaken with staff (date and group(s)consulted and key findings)	Engagement has taken place through: Schools and education settings. Educational Psychology services. Specialist teaching services. Health professionals. SEND strategic partnership groups. Key themes included workforce capacity, consistency of graduated response arrangements, earlier intervention and access to specialist expertise.

4. The Analysis - of the actual or likely effect of the Policy or Service (Identify by protected characteristics)
How does the Policy/Service meet the needs of different communities and groups? (Protected characteristics of Age, Disability, Sex, Gender Reassignment, Race, Religion or Belief, Sexual Orientation, Civil Partnerships and Marriage, Pregnancy and Maternity) - see glossary on page 14 of the Equality Screening and Analysis Guidance) The Plan is specifically designed to support children and young people with SEND, many of whom are disabled under the Equality Act 2010. It seeks to improve access to education, health and care support through earlier intervention, improved inclusion, enhanced accessibility and increased local provision. The Plan also benefits families, carers and vulnerable households by reducing delays in accessing support and reducing reliance on distant placements. Specific positive impacts include:

- Age: Supports children and young people aged 0-25 through improved transition pathways and preparation for adulthood.
- Disability: Directly benefits disabled children and young people through improved access to support, specialist advice and inclusive education.
- Race/Ethnicity: Consistent borough-wide pathways aim to improve equitable access irrespective of geographical location or background.
- Sex: No adverse impact identified; improved support available to all eligible children and young people.
- Religion or Belief: No barriers identified. Services remain available irrespective of faith or belief.
- Pregnancy and Maternity: Improved support for young parents and families where SEND needs are identified.
- Sexual Orientation/Gender Reassignment: No adverse impacts identified; access to support is based on assessed need.
- Carers and Families: Significant positive impact through improved access to support, confidence in services and reduced need for out-of-borough provision.

Does your Policy/Service present any problems or barriers to communities or Groups?

No direct adverse impacts have been identified. However, risks include:

- Workforce recruitment challenges affecting access to specialist support.
- Potential inconsistency in implementation across education settings.
- Risk that anticipated inclusion capacity is not delivered at the planned pace.
- Potential inequality if monitoring does not identify emerging issues for specific communities.

These risks will be mitigated through governance, workforce planning, quality assurance and ongoing co-production.

Does the Service/Policy provide any positive impact/s including improvements or remove barriers?

Yes.
The Plan is expected to deliver substantial positive equality impacts by:

- Improving access to support earlier.
- Increasing mainstream inclusion opportunities.
- Expanding inclusion-base provision.
- Improving accessibility.
- Strengthening local provision.
- Reducing travel and separation from local communities through fewer distant placements.
- Improving attendance, participation and educational outcomes.
- Enhancing parental confidence and child experience.

What affect will the Policy/Service have on community relations? (may also need to consider activity which may be perceived as benefiting one group at the expense of another)

The Plan is expected to have a positive impact on community relations by promoting inclusion, improving understanding of SEND needs and increasing opportunities for children and young people with SEND to participate within their local communities. The co-production approach strengthens relationships between families, education settings, health services and the Council and should improve confidence in local services.

Please list any **actions and targets** that need to be taken as a consequence of this assessment on the action plan below and ensure that they are added into your service plan for monitoring purposes – see page 12 of the Equality Screening and Analysis Guidance.

5. Summary of findings and Equality Analysis Action Plan

If the analysis is done at the right time, i.e. early before decisions are made, changes should be built in before the policy or change is signed off. This will remove the need for remedial actions. Where this is achieved, the only action required will be to monitor the impact of the policy/service/change on communities or groups according to their protected characteristic - See page 11 of the Equality Screening and Analysis guidance

Title of analysis: Rotherham Local SEND Reform Plan 2026-2029
Directorate and service area: CYPS
Lead Manager: Niall Devlin – Service
Summary of findings:
The Equality Analysis identifies overwhelmingly positive impacts arising from the Local SEND Reform Plan. The Plan directly supports children and young people with disabilities and SEND by improving access to education, health and care services, reducing barriers to inclusion and strengthening local provision. No significant adverse impacts have been identified. Risks relating to workforce capacity, consistency of implementation and monitoring arrangements have been identified and appropriate mitigation measures are incorporated within programme governance. Ongoing monitoring, data analysis and co-production arrangements will ensure that any emerging equality impacts are identified and addressed promptly.

Action/Target	State Protected Characteristics as listed below	Target date (MM/YY)
Monitor SEND outcomes, attendance, exclusions and placement patterns for differential impacts	A, D, RE, S, O	Ongoing to March 2029
Continue co-production with children, young people, parents and carers throughout implementation	D, C, O	Ongoing
Monitor parental confidence and child experience measures through governance arrangements	D, C, O	Annual Review
Ensure accessibility and inclusion requirements are embedded within capital and service development projects	D	Ongoing

***A = Age, D= Disability, S = Sex, GR Gender Reassignment, RE= Race/ Ethnicity, RoB= Religion or Belief, SO= Sexual Orientation, PM= Pregnancy/Maternity, CPM = Civil Partnership or Marriage. C= Carers, O= other groups**

6. Governance, ownership and approval		
Please state those that have approved the Equality Analysis. Approval should be obtained by the Director and approval sought from DLT and the relevant Cabinet Member.		
Name	**Job title**	**Date**
Niall Devlin	Service Director - Education & Inclusion	October 2026
Nicola Curley	Executive Director, Children's and Young People's Services	05/10/2026
Cllr Victoria Cusworth	Cabinet Member for Children's Services	07/10/2026

7. Publishing	
The Equality Analysis will act as evidence that due regard to equality and diversity has been given. If this Equality Analysis relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report. A copy should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.	
Date Equality Analysis completed	5th October 2026
Report title and date	Rotherham Local SEND Reform Plan 2026-2029, Cabinet 16 November 2026
Date report sent for publication	October 2026
Date Equality Analysis sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	5th October 2026